

# SPACE SCIENCE DIRECTORATE DIVERSITY MANAGEMENT POLICY

## **Workforce Diversity**

Workforce diversity is all the ways individuals in our workforce can be different from one another, including such things as culture, race, gender, age, national origin, physical ability, religion, language, and sexual orientation. - *GSFC Diversity Management Plan 1994*

## **Vision**

Employees respect individual differences because of the intrinsic respect due every person. All employees, as members of the Space Sciences Directorate respect, appreciate, and value individual differences so that we can use the strengths afforded by a diverse workforce to better perform our mission through both teamwork and individual creativity.

## **Diversity Management Policy**

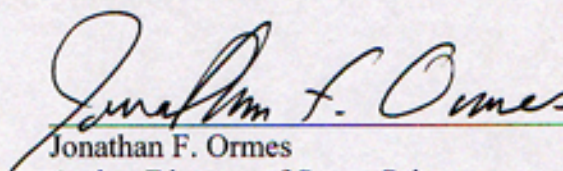
The Space Sciences Directorate is committed to working to fulfill this vision. It will cultivate and maintain a work environment, which will enable people to achieve their individual success and maximize their contribution while fulfilling the Directorate's objective of excellence in space science through its richly diverse workforce.

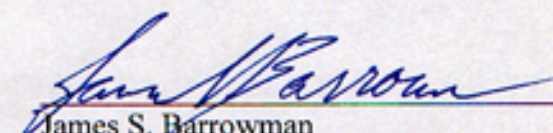
This commitment is achieved through:

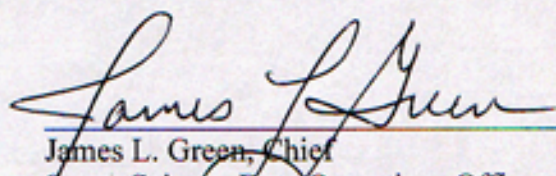
- A leadership team that understands its responsibilities to cultivate an environment that values diversity in the workforce and accountable for making it happen.
- A workforce that understands its responsibility to respect and value one another and to actively support the opportunity for all to contribute.
- A willingness by all to make the necessary changes to achieve this vision.

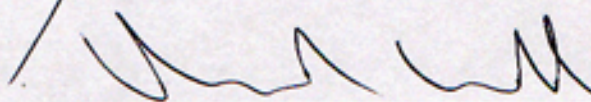
As champions of diversity, we all are accountable for modeling and promoting the appropriate practices that are necessary for the creation of an environment of dignity, integrity, respect, and trust. The strengths that are afforded by a diverse workforce such as different points of view, unique cultural perspective, etc., are valued for the benefits they can provide to make the Space Sciences Directorate still stronger in the future.

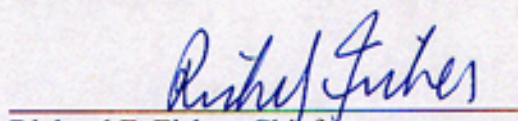
We commit to the implementation of this policy, which will aid both individuals and organization in achieving future success.

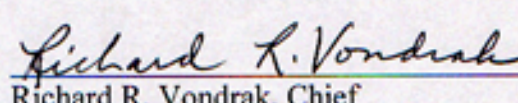
 2001/02/19  
Jonathan F. Ormes Date  
Acting Director of Space Sciences

 2/12/01  
James S. Barrowman Date  
Deputy Director of Space Sciences

 2/16/01  
James L. Green, Chief Date  
Space Science Data Operations Office

 2/12/01  
Nicholas E. White, Chief Date  
Laboratory for High Energy Astrophysics

 12/02/01  
Richard F. Fisher, Chief Date  
Laboratory for Astronomy and Solar Physics

 2/12/01  
Richard R. Vondrak, Chief Date  
Laboratory for Extraterrestrial Physics